APRIL 1990

OREGON LABOR TRENDS

State of Oregon • Employment Division • Department of Human Resources

INDICATORS

UNEMPLOYMENT RATE

Oregon (Seas. Adj.)

Mar.	1990	5.0
Feb.	1990	5.2
Mar.	1989	5.8

United States (Seas. Adj.)

Mar.	1990	5.2
Feb.	1990	5.3
Mar.	1989	5.0

WAGE AND SALARY EMPLOYMENT INDEX

Oregon (1977 = 100)

Mar.	1990	132.8
Feb.	1990	132.1
Jan.	1990	132.1
Dec.	1989	130.5
Nov.	1989	130.2

PRODUCTION WORKER AVERAGE HOURLY EARNINGS

Oregon

Feb.	1990	$11.00
Jan.	1990	$11.08
Feb.	1989	$10.73

PRODUCTION WORKER AVERAGE WEEKLY HOURS

Oregon

Feb.	1990	38.0
Jan.	1990	38.7
Feb.	1989	38.0

CONSUMER PRICE INDEX (CPI)

1982-84 = 100
ALL URBAN CONSUMERS

Portland-Vancouver	
July-Dec. 1989	121.6
Yearly change	4.9%
Annual Average 1989	120.4
Yearly cange	5.0%
United States	
Mar. 1990	128.7
Yearly change	5.2%
Annual Average 1989	124.0
Yearly change	4.8%

Portland Hotline 326-4132

REVISIONVILLE U.S.A. OR CAN NATIONAL REVISIONS SURVIVE IN OREGON'S CLIMATE?

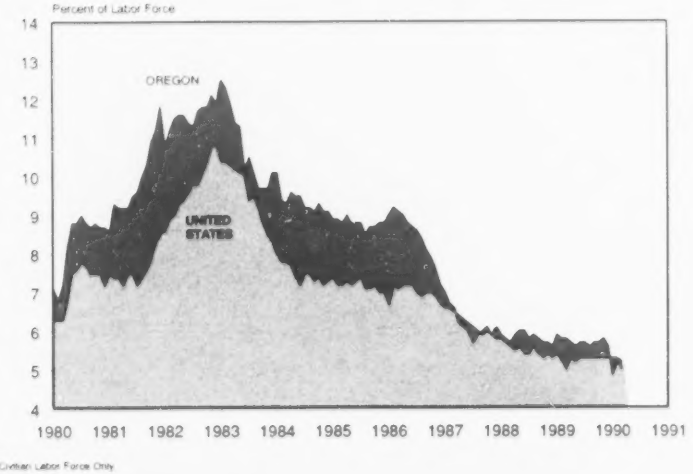
Itsvard Pendribsky (a.k.a. Fred Klatz)

Those of you who have painfully long memories may remember an article which appeared a year ago in this publication under my pen name. That article mentioned the wonders of a new methodology for computing the state's unemployment rate. (Gee, Mr. Science!) Well, the first year of the new methodology has come and gone. (And with it, some of our confidence in new-fangled contraptions.)

You know the strong, ebullient, bubbling, expanding, growing economy we merrily chattered about during 1989? Weeeellll. . .

But let me digress for a moment. In the past, large bureaucracies (read government) have been accused of intransigence, lethargy, indifference, and an unwillingness to change. That's all in the past now. This large bureaucracy (read Employment Division) is willing to change. And with change comes movement. And with movement, room to maneuver. And with room to maneuver, revisions. (Yes, it's true. Revisions are a form of government movement.) No longer are government numbers cast in cement; chiseled in stone; constructed for eternity. We've admitted our basic imperfect humanness, and when better data comes along, we use it!

SEASONALLY ADJUSTED UNEMPLOYMENT RATES
OREGON AND THE UNITED STATES



Civilian Labor Force Only

OREGON NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT
(BY PLACE OF WORK)

INDUSTRY	MAR.1/ 1990	FEB.2/ 1990	MAR. 1989	CHANGE FROM FEB. 1990	CHANGE FROM MAR. 1989
TOTAL 3/	1,225,000	1,210,000	1,176,400	15,000	48,600
WAGE & SALARY EMPLOYMENT INDEX 4/	132.8	132.1	127.5	XXX	XXX
GOODS PRODUCING INDUSTRIES 5/	260,900	255,200	250,500	5,700	10,400
SERVICE PRODUCING INDUSTRIES 6/	964,100	954,800	925,900	9,300	38,200
TOTAL MANUFACTURING	214,000	212,700	208,500	1,300	5,500
DURABLE GOODS	157,800	156,300	154,500	1,500	3,300
LUMBER & WOOD PRODUCTS	64,600	64,100	63,600	500	1,000
LOGGING	9,900	10,000	11,100	- 100	- 1,200
SAWMILLS	22,200	22,300	21,600	- 100	600
VENEER & PLYWOOD	15,400	14,900	14,700	500	700
MILLWORK & STRUCTURAL WOOD	10,900	10,700	10,400	200	500
MOBILE HOMES	1,900	1,900	1,800	0	100
OTHER WOOD PRODUCTS	4,300	4,300	4,000	0	300
FURNITURE AND FIXTURES	3,000	3,000	3,000	0	0
STONE, CLAY, GLASS & CONCRETE	4,200	4,000	4,000	200	200
PRIMARY METALS	11,500	11,400	10,600	100	900
BLAST FURNACES, IRON & STEEL 9/	5,900	5,800	5,500	100	400
NONFERROUS METALS 9/	5,600	5,600	5,100	0	500
FABRICATED METALS	12,600	12,700	12,700	- 100	- 100
FABRICATED STRUCTURAL METALS	4,900	4,900	5,700	0	- 800
OTHER FABRICATED METALS	6,700	6,800	7,000	- 100	- 300
MACHINERY	18,200	18,000	17,100	200	1,100
OFFICE & COMPUTING MACHINES	4,900	4,800	4,200	100	700
OTHER MACHINERY	13,300	13,200	12,900	100	400
ELECTRONIC & OTHER ELECTRIC EQUIPMENT 9/	16,800	16,700	15,100	100	1,700
TRANSPORTATION EQUIPMENT	12,100	11,600	11,800	500	300
INSTRUMENTS & RELATED PRODUCTS 9/	12,000	12,100	12,700	- 100	- 700
MISCELLANEOUS MANUFACTURING	3,800	3,700	3,900	100	- 100
NONDURABLE GOODS	56,200	56,400	54,000	- 200	2,200
FOOD & KINDRED PRODUCTS	21,400	21,200	19,500	200	1,900
CANNING & PRESERVING	10,600	10,500	9,400	100	1,200
OTHER FOOD PRODUCTS	10,800	10,700	10,100	100	700
TEXTILE MILL PRODUCTS	1,700	1,700	1,700	0	0
APPAREL	2,700	2,700	2,700	0	0
PAPER & ALLIED PRODUCTS	8,600	9,100	9,000	- 500	- 400
PRINTING & PUBLISHING	13,900	13,800	13,300	100	600
CHEMICALS & ALLIED PRODUCTS	2,200	2,200	2,100	0	100
PETROLEUM & ASPHALT PRODUCTS	400	400	400	0	0
RUBBER & PLASTIC PRODUCTS	4,800	4,800	4,800	0	0
LEATHER PRODUCTS	500	500	500	0	0
TOTAL NONMANUFACTURING	1,011,000	997,300	967,900	13,700	43,100
MINING & QUARRYING	1,300	1,200	1,200	100	100
CONSTRUCTION	45,600	41,300	40,800	4,300	4,800
BUILDING CONSTRUCTION	12,200	11,200	11,100	1,000	1,100
HEAVY CONSTRUCTION	4,800	4,100	5,300	700	- 500
SPECIAL TRADE CONTRACTORS	28,600	26,000	24,400	2,600	4,200
TRANSPORTATION, COMMUNICATIONS, & UTILITIES	64,000	64,000	61,100	0	2,900
TRANSPORTATION	42,500	42,300	40,000	200	2,500
RAILROAD	3,800	3,800	3,900	0	- 100
TRUCKING & WAREHOUSING	24,500	24,200	22,800	300	1,700
OTHER TRANSPORTATION	14,200	14,300	13,300	- 100	900
COMMUNICATIONS	12,300	12,700	12,400	- 400	- 100
UTILITIES	9,200	9,000	8,700	200	500
TRADE	312,400	308,700	295,900	3,700	16,500
WHOLESALE TRADE	81,400	79,800	76,000	1,600	5,400
DURABLE GOODS	47,300	46,400	44,700	900	2,600
MACHINERY, EQUIPMENT, & SUPPLIES	11,200	11,000	10,500	200	700
OTHER DURABLE GOODS	36,100	35,400	34,200	700	1,900
NONDURABLE GOODS	34,100	33,400	31,300	700	2,800
GROCERIES & RELATED PRODUCTS	13,200	13,100	11,800	100	1,400
OTHER NONDURABLE GOODS	20,900	20,300	19,500	600	1,400
RETAIL TRADE	231,000	228,900	219,900	2,100	11,100
BUILDING MATERIALS & GARDEN SUPPLIES	8,500	8,300	7,400	200	1,100
GENERAL MERCHANDISE	29,100	29,200	27,300	- 100	1,800
FOOD STORES	40,500	40,500	37,200	0	3,300
AUTO DEALERS & SERVICE STATIONS	28,700	28,700	28,300	0	400
APPAREL & ACCESSORY STORES	9,600	9,500	8,900	100	700
FURNITURE & HOME FURNISHINGS	9,700	9,700	9,000	0	700
EATING & DRINKING PLACES	81,600	79,500	78,500	2,100	3,100
MISCELLANEOUS RETAIL	23,300	23,500	23,300	- 200	0
FINANCE, INSURANCE, & REAL ESTATE	75,500	75,300	74,300	200	1,200
FINANCE	28,000	28,100	27,800	- 100	200
INSURANCE	22,200	22,100	22,200	100	0
REAL ESTATE	25,300	25,100	24,300	200	1,000
SERVICES	288,000	284,000	275,700	4,000	12,300
HOTELS & OTHER LODGING PLACES	18,000	17,500	17,200	500	800
PERSONAL SERVICES	10,800	10,900	11,200	- 100	- 400
BUSINESS SERVICES	47,500	46,700	45,300	800	2,200
AUTOMOTIVE & MISC. REPAIR SERVICES	15,200	14,900	14,700	300	500
MOTION PICTURES & AMUSEMENTS	15,100	14,600	14,000	500	1,100
HEALTH SERVICES	85,200	84,400	80,900	800	4,300
LEGAL SERVICES	8,700	8,800	8,600	- 100	100
PRIVATE EDUCATION	15,400	15,300	15,400	100	0
SOCIAL SERVICES	25,800	25,600	23,900	200	1,900
ENGINEERING & MANAGEMENT SERVICES	19,300	19,200	19,300	100	0
OTHER SERVICES & NEC	27,000	26,100	25,200	900	1,800
GOVERNMENT	224,200	222,800	218,900	1,400	5,300
FEDERAL GOVERNMENT	31,800	31,600	30,200	200	1,600
STATE GOVERNMENT	61,100	60,700	60,700	400	400
EDUCATION	26,300	26,300	25,800	0	500
OTHER STATE	34,800	34,400	34,900	400	- 100
LOCAL GOVERNMENT	131,300	130,500	128,000	800	3,300
EDUCATION	84,400	84,000	82,700	400	1,700
OTHER LOCAL	46,900	46,500	45,300	400	1,600
LABOR-MANAGEMENT DISPUTES 10/	900	600	3,800	300	- 2,900

OREGON RESIDENT LABOR FORCE
(BY PLACE OF RESIDENCE)

	MAR.1/ 1990	FEB.2/ 1990	MAR. 1989	CHANGE FROM FEB. 1990	CHANGE FROM MAR. 1989
CIVILIAN LABOR FORCE 3/	1,425,800	1,446,100	1,463,500	- 20,300	- 37,700
UNEMPLOYMENT	80,800	87,600	93,800	- 6,800	- 13,000
PERCENT OF LABOR FORCE	5.7	6.1	6.4	XXX	XXX
SEASONALLY ADJUSTED PERCENT	5.0	5.2	5.8	XXX	XXX
TOTAL EMPLOYMENT 4/	1,345,000	1,358,500	1,369,700	- 13,500	- 24,700

1. Preliminary
2. Revised
3. Includes employed and unemployed individuals 16 years and older, adjusted for multiple job-holding and commuting.
4. Includes nonagricultural wage and salary, self-employed, unpaid family workers, domestics, farm workers, and labor disputants.
5. Includes full- and part-time nonfarm wage and salary workers in pay periods including the 12th of the month. Proprietors, self-employed, private household workers and armed forces excluded. Note: These data are estimated in cooperation with the U.S. Bureau of Labor Statistics and the Employment and Training Administration. All data are based on the 1987 Standard Industrial Classification (SIC) codes.
6. Total nonagricultural wage and salary employment, seasonally adjusted, and indexed to 1977. Data on the earlier index (1972 = 100) can be converted to the 1977 base period by multiplying by a factor of 0.8264, the ratio between 1972's annual average employment (774,300) and that of 1977 (936,900).
7. Goods producing industries include manufacturing, mining, and construction.
8. Service producing industries include transportation, communications, and utilities; trade; finance, insurance, and real estate; services; and government.
9. Series break. Data for 1988 and thereafter are not comparable to those for 1987 and before.
10. Employees involved in labor disputes are not included in wage and salary employment counts.

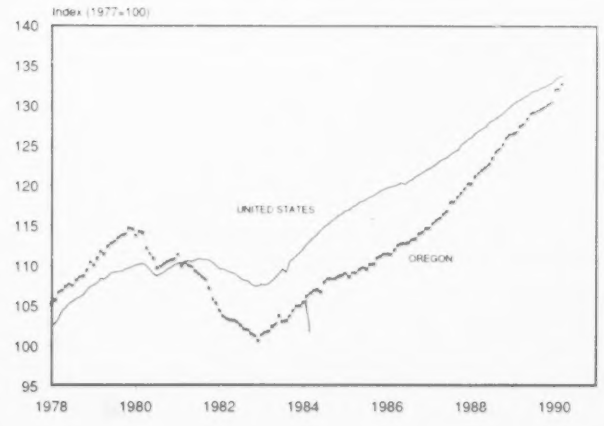
Now back to my story. Once upon a time, there were these estimates. They were made in the Land of LAUS*. The Land of LAUS was a dreamy sort of place, inhabited by a good-hearted ogre named Fred. Fred was also known as the sorcerer of the MACRO; a great and powerful talisman that gave magical prognostications about the state of the kingdom's economy. (This is a government issue talisman, so its insights are subject to revision.) Now, this great talisman was a gift. A gift from the wonder workers of the East. (No relation to the wicked witch of the same neighborhood.) These were demigods, wondrous creatures, almost mythical beings who lived in the clouds beyond the Potomac. These fabulous personae were rarely seen in the Land of LAUS, but their whisperings over a long distance line could move mountains, shape continents, change the course of mighty rivers, and yes...revise numbers. Through their control of the great talisman, they greatly changed all that had gone before. (No, this isn't an Orwellian fairy tale. This part just seems that way.)

After much cloud gazing, the wonder workers decided that the past was not accurate. It had been too kind; the spring too soon, the summer too perfect, the autumn too brief, the winter too mild, and the unemployment rate too low. So, they moved the annual average unemployment rate up three-tenths of a percentage point and the average annual unemployment level up almost 6,800 to reflect the new, harsher reality. Of course, the wonder workers were not entirely merciless; they also moved annual average employment up almost 26,900.

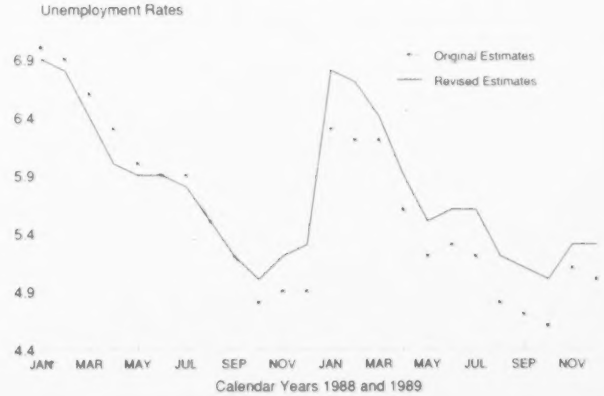
The combination of these moves meant that the labor force had to rise by 33,700 over the original estimates. Well, that wasn't too bad, rationalized Fred. "I only missed the labor force and employment by a couple of percent. Bit far out on the unemployment; about eight percent off there. Well, I guess it's not too bad for a new system." Then, as he cast his eyes lovingly over the graph of his last year's unemployment rates and noted how far below the revised rates they were, his hair stood on end. He almost choked. They had revised his January rate up from 6.3% to 6.8%.

* LAUS = Local Area Unemployment Statistics program.

NONFARM WAGE & SALARY EMPLOYMENT INDEXES
(SEASONALLY ADJUSTED)



UNEMPLOYMENT RATES
Oregon Rates-Original vs. Revised



February was just as bad: 6.3% up to 6.7%. And they had moved July through October up by four-tenths of one percentage point for each month. He was shattered, cast into the depths of despair. How would the people of the kingdom take these revisions? They had so enjoyed the past year. The skies had been clear, the harvest bountiful, the citizens happy at their work. And now? All gone. All changed. Many of those hardworking citizens had really been unemployed, and wouldn't know it until he told them. It made him shudder. He pulled himself together, dolefully packed his revised estimates in a bag, shouldered his heavy burden, and trudged across the bridge from the Land of LAUS out into the real world.

To the first citizen Fred encountered, he gave the bad news: "The past has been changed. The annual rate is revised upward. So is unemployment. Luckily, the traditional seasonal pattern has been retained."

The happy citizen stopped his cheerful whistling, frozen almost in midstride. His eyes opened wide and he stared unbelieving at the ogre who stood before him. A long, thunderous silence followed. Fred began to get nervous. He was afraid that all the bad news had given the good citizen a heart attack. Relief flooded over him when the fellow finally began to speak.

"Huh? What did you say? I didn't understand a word of what you said! Heeey! Are you Alan Greenspan? No, couldn't be. No glasses. Hey, are you Alan Greenspan in contacts? Well, whoever you are, I don't understand any of that stuff and could care less. So, if you'll excuse ..."

Fred took the good citizen firmly by the arm, propelled him toward the nearest comfortable rock, and sat him down. While pulling his paraphernalia out of his bag, he began his story.

Each year the estimates of total employment and unemployment are revised for the two previous years: i.e., 1988 and 1989. This has been going on for what seems like eternity. However, last year a new methodology, based on regression equations, was introduced for 39 states and the District of Columbia. The new procedure replaced a "building-block" procedure that had been in use for twenty or thirty years, but was considered inaccurate and obsolete. Nineteen eighty-nine was the first year the new methodology had been in actual use, and this year's revisions were considered important since they could give some idea as to the accuracy of the new system. That's why the substantial revisions recorded for 1989 came as somewhat of a shock.

The annual revision for 1989 raised the average unemployment rate from an original estimate of 5.4% to 5.7%. This is a fairly substantial upward revision, and after discussing it with a technician within the Bureau of Labor Statistics which produced the revisions, it was determined that this revision was somewhat unusual; it encompassed a correction to an error made in the population estimates provided by the Bureau of the Census. The population estimates are important since they control all of the survey data which goes into many of the estimates. So, any change in the population controls will have far-reaching effects on many of the estimates used as inputs to the new system. This explains the overall change in the unemployment rate, but there were significant changes within the year too.

The significant monthly revisions actually began in late 1988. The annual average rate was not changed, but the November rate was moved up three-tenths of a point to 5.2% and the December rate went from 4.9% unrevised to 5.3% revised. This pattern was carried into 1989, with January going up to 6.8% from an original estimate of 6.3%, and February also rising by one-half percentage point to 6.7% under the revision. These changes are fairly significant, and at this point at least, I do not have a good explanation as to why they occurred. The raw data that went into the estimates at the state level (specifically, unemployment insurance claims data and nonfarm wage and salary payroll jobs) were not significantly changed between the original and revised estimates.

It seems likely, however, that the revisions to the census population controls affected some of the internal factors within the equations differently from one month to the next. A revision such as this to census estimates is very rare, and is not expected to happen again.

"This is an area which we are going to look into more closely," said Fred, turning to his audience and half expecting his good citizen to be nodding off. Instead, his citizen was wide awake, and his audience had grown considerably. Heartened by this show of interest, Fred flexed his chrome-plated, telescoping, pocket-portable pointer with the skill of a fencing master and again entered the fray. "There is an anomaly which has come to our attention, one which we don't understand." He continued with his story.

For the last several years the labor force has been growing from year to year as is expected in an expanding economy. This expected growth is corroborated by the year-to-year growth shown by the survey of employers that counts the number of nonagricultural payroll jobs of firms in the state. In the first quarter of 1990, however, the estimated total labor force and total employment has dropped below the level of the prior year for the same time period. The average monthly total employment for the first quarter of 1989 was 1,367,300, and for the first quarter of 1990 it was 1,359,700. This decline is occurring in spite of the fact that the

OREGON NONAGRICULTURAL PAYROLL JOB COUNT

(not seasonally adjusted)

	1989	1990
JAN.	1,159,500	1,208,000
FEB.	1,162,000	1,210,000
MAR.	1,176,400	1,225,400
AVG.	1,166,000	1,214,500

OREGON DATA

(not seasonally adjusted)

	1989				1990			
	Civilian Labor Force	Employment	Unemployment	Rate	Civilian Labor Force	Employment	Unemployment	Rate
JAN.	1,461,100	1,361,900	99,200	6.8	1,460,800	1,375,600	85,200	5.8
FEB.	1,468,500	1,370,300	98,200	6.7	1,446,100	1,358,500	87,600	6.1
MAR.	1,463,500	1,369,700	93,800	6.4	1,425,800	1,345,000	80,800	5.7
AVG.	1,464,400	1,367,300			1,444,200	1,359,700		

number of nonagricultural payroll jobs has steadily risen in the same interval. In the first quarter of 1989, the monthly average of payroll jobs was 1,166,000; in the first quarter of 1990, this count had risen to 1,214,500.

This pattern follows a similar occurrence at the national level. The monthly average of nonagricultural jobs counted on payrolls for the first quarter of 1990 was 2,485,000 higher than in the same quarter of 1989. Within the same time frame, the monthly average of total employment increased by 1,261,000. This means that the number of employed people counted in households has only increased by about one-half the number of jobs counted on employer payrolls.

It needs to be borne in mind that the estimate of total employment and the estimate of payroll jobs are not the same. One counts the total number of people employed by household and the other the number of nonagricultural payroll jobs of firms within the state; so, the two numbers are not equal, nor are they meant to be. One incongruity between the two methods of looking at employment is multiple job holders. The total employment estimate counts a person as being employed only once. The payroll survey counts jobs, not people. In the payroll survey one worker can be counted more than once if she or he has more than one job. As multiple job holding becomes more important, the dissimilarity between the two estimates will become more important. But, at this point, we're not sure that multiple job holding accounts for the descrepancy we're seeing in the short-term trends between the two systems.

U.S. NONAGRICULTURAL PAYROLL JOB COUNT

(not seasonally adjusted)

	1989	1990
JAN.	105,915,000	108,372,000
FEB.	106,342,000	108,878,000
MAR.	107,017,000	109,479,000
AVG.	106,425,000	108,910,000

And with that, Fred turned to his audience and said: "Right now, we're not sure why we're seeing this discrepancy. The best we can do is try to find alternate data sources which might shed some light on this phenomenon."

"Are there any questions?", Fred asked brightly. Heavy silence. "Pretty dull, huh?" Nod of general agreement.

"Well, this certainly won't affect the rising and setting of the sun (sigh of relief), but I thought you should know what we're doing and what happened to the numbers."

With that, the good citizens drifted away to their various tasks, and Fred set about re-packing his bag.

THE END

. . .and now for something completely different: OREGON'S JOB PICTURE.

While Fred was running around in circles and tearing his hair out, Oregon's economy continued to perform quite well. The seasonally adjusted unemployment rate in March was 5.0%, which was a two-tenths percentage point drop from February. This follows the national trend, but a little more steeply. The national rate fell one-tenth point, coming down to 5.2% on a seasonally adjusted basis.

It was in the nonagricultural wage and salary job count that Oregon's economy continued to show strength. Between February and March the total number of jobs rose by 1.2%, but it was the 4.1% increase over last year that displayed the economy's continued health.

Total manufacturing, while showing both monthly and annual growth, wasn't the strongest sector of the economy. Logging showed a slight decline in jobs between February and March; 10,000 down to 9,900. This is a miniscule loss when the total number of jobs in the industry is considered, but March of this year was 1,200 lower than last March. Now this is a substantial drop, but it was probably related to the unusually warm weather which caused the earlier than usual onset of the spring break-up, rather than any fundamental weakness in the industry. Sawmills, a closely related industry, had an identical month-to-month fall, but a 600 job increase over last year's strike-impacted level.

A strong performance in the nondurables manufacturing sector was shown by food and kindred products. Although this is only a 200 month-to-month increase, a decrease is more normal for this time of year. Also, a 1,900 increase was shown over last year. Canning and preserving was the dominant performer in this sector, showing a 12.8% gain in jobs over last year.

It was nonmanufacturing which was the leader in the state's labor market with a 13,700 (1.4%) increase month-to-month and a 43,100 or 4.5% year-to-year increase. With the nice weather in March, construction got an early start and increased jobs by 4,300; going from 41,300 in February to 45,600 in March. The month-to-month increase is very close to the 4,800 rise over last year's March job level. The general building construction subsector moved up sharply between February and March, almost 9%, and special trades contractors increased employment 10% for the same period.

In the trade sector, wholesale trade showed especially strong year-to-year growth in jobs. The 7.1% increase in jobs for this industry is related to the strong showing by construction, with wholesale trade showing a spurt in sales of building materials and equipment. In retail trade, eating and drinking places produced an exceptional monthly growth, going from 79,500 to 81,600; an increase of 2.6%. This is twice the overall monthly growth rate.

The service industry moved generally in sync with the overall increase; 1.4% month-to-month and 4.5% year-to-year. □

UNITED STATES DATA

(not seasonally adjusted)

	1989				1990			
	Civilian Labor Force	Employment	Unemployment	Rate	Civilian Labor Force	Employment	Unemployment	Rate
JAN.	122,095,000	114,786,000	7,309,000	6.0	123,293,000	116,037,000	7,256,000	5.9
FEB.	121,906,000	115,023,000	6,883,000	5.6	123,442,000	116,308,000	7,134,000	5.8
MAR.	122,223,000	115,844,000	6,378,000	5.2	123,789,000	117,093,000	6,697,000	5.9
AVG.		115,218,000				116,479,000		

DOWN ON THE FARM

Tom Lancefield

Oregonians may understandably be confused about the farm labor situation: a couple of Junes ago, television cameras showed the Governor picking strawberries to dramatize the need for more workers. The following winter, thousands of stranded migrant farmworkers taxed Willamette Valley shelters and relief agencies. We hear little about farm labor now, but serious problems remain, especially for farmers of labor-intensive crops. This article will review the situation and describe some efforts by Oregon's state government to remedy problems which are at once local, regional, and national in scope.

We hear little about farm labor now, but serious problems remain, especially for farmers of labor-intensive crops.

The Immigration Reform and Control Act of 1986 (IRCA) was a watershed event in national policy. It requires all employers to verify the legal status of prospective employees by filling out an "I-9" form, and it provides hefty civil penalties for willful violation of the act. The intent was to dry up the demand for illegal labor, in contrast to relatively ineffective surveillance of national borders and occasional raids on businesses suspected of employing illegal aliens. In recognition of agriculture's reliance in recent decades on aliens, legal and illegal, to perform many seasonal tasks, IRCA also provided a special amnesty program for illegal farmworkers. The amnesty program ended in 1988. The act allows other aliens to legally replace workers who leave agriculture during the next four years, under certain conditions.

IRCA seems to have reduced the influx of undocumented workers, but at a cost of increased paperwork by employers and greater difficulty in securing adequate labor, especially seasonal labor for perishable crops like strawberries. There is a real question whether the IRCA provisions are flexible enough to provide seasonal farm labor in adequate numbers in 1990-93, much less in the years after when no replacement workers are currently authorized.

This year, for example, there will be no authorized replacement of seasonal farmworkers who left agriculture for other employment because, in the national labor market as a whole, there was no certifiable labor shortage last year. Even as farmers in Oregon plowed under cucumber fields for lack of pickers in the summer of 1989, workers elsewhere in the U.S. were unemployed and, at least in theory, available to do farm work in Oregon. Oregon strawberry growers, who require perhaps 50,000 pickers for several weeks in June, were "spared" a labor supply disaster only by a severe frost in February 1989 which killed much of the crop.

Housing for farmworkers is a major bottleneck in many rural communities. Agricultural or food processing employers may apply to the Employment Division to bring in workers from other states (an interstate clearance order), or from other countries (an H-2A order) if local workers are too few. Federal regulations require, however, that such workers be provided decent housing -- and for clearance workers, it cannot be rented housing, such as a motel, but must be leased or owned by the grower. The existing stock of farmworker housing is inadequate in some regions of Oregon, yet employers seeking to build on-farm housing frequently meet stiff opposition from local residents. Marion County recently authorized farmers to set up temporary housing on their own land for up to sixty workers without having to notify neighbors or hold public hearings. Private labor contractors, who in some cases are also growers, continue to play a major role in some areas by providing housing and arranging transportation to dispersed farms.

Oregon has joined with Washington, Idaho, and Texas in a "Bi-regional Project" to facilitate the matching of available workers. . .with job openings.

The wage picture is also complex. Employers' profit margins may not allow them to increase wages enough to make seasonal farm work attractive to many local workers. Most harvest work is compensated on a piece-rate basis, but harvest workers are generally covered by Oregon's minimum wage law, presently $4.25 per hour, which will rise to $4.75 per hour in 1991. (Local workers who were employed less than 13 weeks in agricultural labor in the preceding calendar year are not covered. Neither are workers under the age of 16 or employers who use 500 or fewer piece-rate work days each year.)

Oregon has joined with Washington, Idaho, and Texas in a "Bi-regional Project" to facilitate the matching of available workers -- from Texas, in this case -- with job openings. While farmers could obtain a labor contractor's license and do their own recruiting in Texas, the expectation is that state employment agencies would be involved through interstate clearance orders. Staff from Oregon and Texas' state employment agencies have visited each other's states several times this winter to promote the interstate clearance option and to facilitate efficient processing of clearance orders later this season, if shortages of workers appear likely.

Federal clearance order regulations require that workers be guaranteed the highest of either federal or state minimum wage or of the "prevailing wage" for workers engaged in that activity in that area. Clearance order workers are also guaranteed free housing and employment for the period specified in the job order, but they are not legally required to work for the employer who requested them; thorough screening, obviously, is recommended (some growers pay bonuses to workers who work through the season, as an incentive to stay). State minimum wage will set an effective floor for piece-rate workers brought in under a clearance order, but employers may discharge workers who don't produce enough to make minimum wage.

Foreign workers brought in under an H-2A order must be guaranteed at least an "adverse effect wage rate" (AEWR) so their employment does not depress the wages of American or other legally authorized workers. For 1990, the AEWR rate is $5.42 per hour. Oregon employers have shown little interest thus far in the H-2A program except for sheepherding, for which adequate numbers of qualified American workers do not exist.

Bureaucratic lead-times of at least 30 days for both interstate and H-2A orders mean that employers must plan ahead if they are contemplating those options. The interstate clearance order system was used successfully several times last year, to the benefit of both workers and employers.

Oregon established an Agricultural Labor Commission in 1988 to identify and address worker availability, housing, and other issues. Planning is made

more difficult by sparse data on the number of farmworkers in Oregon and by the high turnover and job-hopping common in some harvest work. An Oregon State University study of six major crops by Dr. Robert Mason (Special Report 850, 1989) estimated that a total of nearly 100,000 workers might well be needed to harvest only those six crops in Oregon. Some of those 100,000 workers -- Dr. Mason estimated perhaps 8,000 -- were "double counted" as they switched from one employer or one crop to another. Half of the workers in Dr. Mason's study (during the 1988 season) were reported by employers to be illegal; no comparable data are available since employer sanctions took effect in 1989. The Employment Division gathers agricultural work force data on twice-monthly reports from local offices, but those figures are often "best guess" estimates from a sample of growers. Efforts are underway to establish and maintain a current list of agricultural employers in Oregon, which may yield more accurate data.

Because of this growing concern that traditional sources of farmworkers were not going to be adequate to meet the future needs of agricultural employers in the western states, the Department of Labor, Employment Security Agencies, and the Human Development Corporations of California, Idaho, Oregon, and Washington recently hosted an agricultural forum, "Agricultural Workforce 2000: Ensuring a Strong Economy." This conference was held to bring together agricultural employers and their associations with public agencies and organizations to discuss various ways in which these groups could work together to stabilize the agricultural workforce in the western states. This first-time conference marked the beginning of a new era of working together to resolve common concerns and to share solutions. □

AVERAGE HOURS AND EARNINGS OF OREGON INDUSTRIAL PRODUCTION WORKERS[1]

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Feb.[2] 1990	Jan.[3] 1990	Feb. 1989	Feb.[2] 1990	Jan.[3] 1990	Feb. 1989	Feb.[2] 1990	Jan.[3] 1990	Feb. 1989
TOTAL MANUFACTURING[4]	$418.00	$428.80	$407.74	38.0	38.7	38.0	$11.00	$11.08	$10.73
Durable Goods	423.22	432.62	408.18	38.3	38.8	37.9	11.05	11.15	10.77
Lumber & Wood Products	414.67	432.57	393.49	37.8	38.9	36.2	10.97	11.12	10.87
Logging & Sawmills	425.44	453.43	405.77	36.3	38.2	34.3	11.72	11.87	11.83
Veneer & Plywood	431.34	424.54	401.83	39.5	39.2	38.6	10.92	10.83	10.41
Millwork & Structural	375.06	393.31	353.96	39.9	40.8	38.6	9.40	9.64	9.17
Mobile Homes	304.31	350.97	306.57	33.7	37.1	33.0	9.03	9.46	9.29
Other Wood Products	424.12	428.29	401.05	39.6	38.9	38.6	10.71	11.01	10.39
Furniture & Fixtures	351.54	326.16	310.23	37.8	36.0	36.2	9.30	9.06	8.57
Primary Metals	512.52	469.48	503.88	41.1	37.8	41.2	12.47	12.42	12.23
Fabricated Metals	383.24	392.09	377.03	37.1	37.2	38.2	10.33	10.54	9.87
Machinery (Ex Electrical)	445.10	436.69	452.64	39.6	39.2	41.0	11.24	11.14	11.04
Nondurable Goods	402.50	414.91	404.62	37.2	38.1	38.1	10.82	10.89	10.62
Food & Kindred Products	330.53	347.39	325.44	35.2	36.8	36.2	9.39	9.44	8.99
Canning & Preserving	273.55	298.84	280.53	33.4	36.4	35.6	8.19	8.21	7.88
Other Food Products	408.34	405.04	386.21	37.6	37.4	37.1	10.86	10.83	10.41
Textile Mill Products	229.50	246.20	230.58	30.0	34.1	32.8	7.65	7.22	7.03
Apparel	253.95	261.02	248.34	37.4	38.9	37.4	6.79	6.71	6.64
Paper & Allied Products	618.41	644.28	668.49	41.2	42.0	44.3	15.01	15.34	15.09
Printing & Publishing	443.80	429.01	413.82	37.2	35.9	36.3	11.93	11.95	11.40
Construction[5]	497.49	548.48	529.06	32.2	35.5	35.2	15.45	15.45	15.03
Communications & Utilities[5]	542.82	594.05	561.91	40.6	41.6	41.5	13.37	14.28	13.54
Trade[5]	314.57	314.83	306.10	33.5	33.6	33.6	9.39	9.37	9.11
Wholesale Trade	415.89	415.15	410.65	37.1	37.1	37.4	11.21	11.19	10.98
Retail Trade	263.11	263.94	252.33	31.7	31.8	31.7	8.30	8.30	7.96
Banking & Insurance[5]	373.03	337.98	335.63	36.5	34.7	37.5	10.22	9.74	8.95
State & Local Government	403.89	404.99	383.59						

[1]Figures are average gross hours and earnings of full and part-time worked or paid for, including overtime and shift premium pay. Prepared in cooperation with the U.S. Department of Labor. All data are based on the 1972 Standard Industrial Classification (SIC) codes.

[2]Preliminary

[3]Revised

[4]Data for production workers only and exclude administrative, supervisory (above working foremen), technical, sales and office personnel.

[5]Data for nonsupervisory employees only, excluding proprietors and executive personnel. Data for retail trade excludes eating and drinking places.

ECONOMIC INDICATORS OF INDUSTRIAL HEALTH

Dwayne Stevenson

New Computer Firm Opens, Electronics Industry to Face More Layoffs, Tourism Counts Up, Lumber Mill Closes, Lumber Mill Reopens, Productivity Increases in Manufacturing, Raw Material Prices Up Sharply, Export Volume at Record High, Export Values Drop. Sometimes headlines give the reader much information without any increase in knowledge or understanding. It's like a doctor receiving data on isolated symptoms without a framework for diagnosis, much less prognosis. What we need is a way to evaluate the long-term viability or health of an industry and not react impulsively to temporary vagaries. To understand an industry's current situation it is important to know where it has been, what it has encountered, and how it has reacted - a medical history, so to speak. This article will look at some of the trends in one of Oregon's key industries (e.g., Lumber and Wood Products) to see what they might indicate about its future. It will be an experimental look at diagnostic indicators rather than a conclusive, definitive statement of the industry's condition and future.

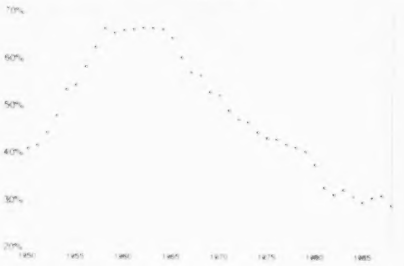
First, we will look at production levels and market shares. Over the last four decades, lumber production levels in Oregon (see Graph #1) have declined slowly, though with increasing volatility. Several factors may influence both of these trends. One might be that lumber production is becoming less of a preferred use of timber than are other products, i.e., panel production or wood chips. More probably, the decline results from long-term regional demand/supply shifts. Political and monetary/fiscal policy changes by the federal government have certainly contributed to the volatility, as has the industry's inability at times to correctly anticipate these shifts. Overall, the greatly increased volatility in the state's lumber production make short-term direction in production levels of little help in determining long-term trends. However, employment and profit levels will be highly unstable so long as this volatility continues. Such increasing volatility may result in closure of some production capacity and may be a consequence of our being a relatively high cost producing region.

The gradual long-term decline of lumber is more noticeable in Oregon's share of U.S. lumber production (Graph #2). Since 1973, the trend has been steadily downward, except for the trough and recovery of the early 1980s. The recent stabilization of market share during a period of record production levels is undoubtedly not sustainable given Oregon's reduced timber supply outlook. Also note that much of the volatility seen in production levels disappears in the view of market share.

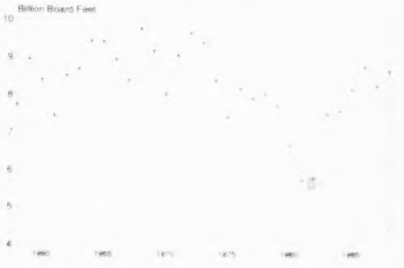
Panel production (Graph #3) also shows increasing volatility, similar to lumber production. Although Oregon's volatility seems less pronounced than the nation's, U.S. production of panels has shown recent dramatic increases. Oregon's market share trend in panel production (Graph #4) shows the growing divergence more markedly. From the mid-1960s to the early 1970s, other regional capacity (southern pine plywood) came on line. More recently, less expensive substitute panel products (i.e., oriented-strand board and waferboard, neither of which is produced in Oregon) have taken a growing share of the market. Though Oregon's panel industry has been losing market share, it has maintained production levels. This would indicate either a high quality product or an ability to find new markets to replace those that have been lost, or some combination of the two. Aggressive marketing and high quality

Graph 3
Panel Production, Oregon & U.S.
1950-1988

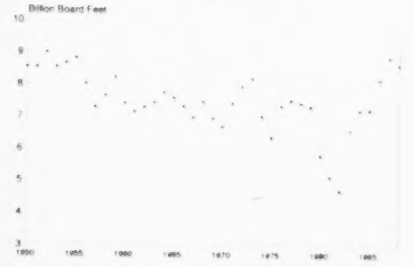
Graph 4
Oregon Share of U.S. Panel Production
1950-1988



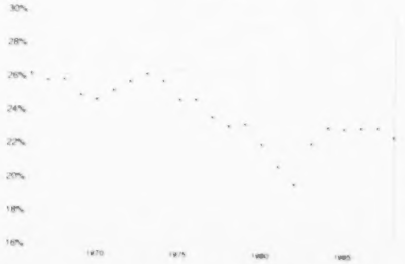
Graph 5
Oregon Log Harvest
1958-1988



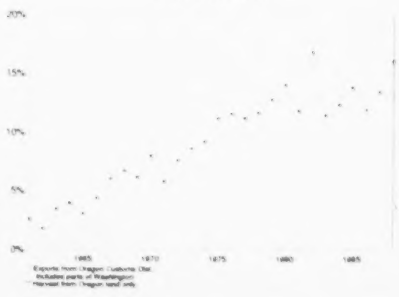
Graph 1
Oregon Lumber Production
1950-1988



Graph 2
Oregon Share of U.S. Lumber Production
1966-1988



Graph 6
Log Exports as a Share of Harvest*
Oregon, 1961-1988



have both helped to offset, at least partially, industrial decline caused by competition from other regions and substitute products.

The final look at production levels is in the logging industry. Log harvest levels (Graph #5) have definitely not been stable. Over the past 30 years, the erratic movement appears to be most related to short-term swings in the business cycle. THe underlying long-term trend, however, shows a steep decline in the 1970s and early 1980s followed by an extended upturn since 1982. Timber harvest levels will begin to drop sharply again in the 1990s, however, due to the adoption of new National Forest Management plans and spotted owl conservation measures coupled with reduced harvests on private forest industry lands. Annual harvests of 9+ billion board feet (bbf) are not likely to recur in Oregon for many years.

Available timber for mills is likely to decline sharply barring a major shift in federal government policy. Log exports (Graph #6) have continued to take an increasing share of logs harvested in Oregon. This, coupled with recent (and projected) lower volumes of federal timber sales, has driven bid prices and competition for timber sky-high. Although selling logs in the export market may generate the most profit, this allocation of our declining timber resources does not produce the highest value added or employment.

Logs are not the only increasing component of lumber and wood products exports (Graph #7). The value of lumber exported has also recently increased, though not quite so dramatically as the value of log exports. Total lumber and wood exports from the Columbia-Snake Customs District (includes all Oregon ports plus Longview and Vancouver, Washington) is now over $1 billion annually, with logs representing about 60 percent and lumber about 30 percent. The remainder is taken up by plywood, veneer, and wood chips. Nearly half (46%) of Oregon's lumber and wood products exports went to Japan. Canada (11%), People's Republic of China (10%), Australia (7.7%), and Italy (7.6%) rounded out the top five destinations in 1988. The heavy reliance on one country (Japan) and one product (logs) indicates a potential weak point in the current strength of exports.

About 6% of all lumber and wood products jobs in Oregon were directly related to exports in 1986, according to the U.S. Census Bureau. Including the indirect jobs raises the figure to 10%. Some speculate that even more jobs could be included if more value (further processing) were added to the raw material. Whether or not those value-added products would find buyers in the export market is uncertain.

Labor productivity. . .in lumber and wood products has increased to record levels during the 1980s.

What is certain is that it would take fewer workers today to produce them than ten years ago. Labor productivity (Graph #8) in lumber and wood products has increased to record levels during the 1980s. Both lumber and veneer and plywood have soared dramatically.

Employers are reluctant to hire/layoff workers until product demand levels require it. Workers kept on at the start of business downturns reduce productivity, while experienced workers still employed at the start of the upswing work longer hours before new workers are hired increasing productivity. Production pay incentives and work rule changes have contributed largely to the increases of the 1980s, though capital investment in improved and automated production technology has certainly made an impact too.

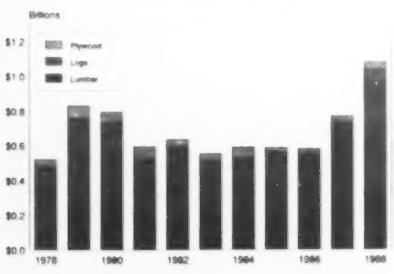
This marked ability to increase productivity will continue, however, to decrease industry employment. Especially since Oregon's production levels are not likely to increase very much, if at all, due to the rising cost and declining volume of available timber supplies.

Total employment in lumber and wood products (Graph #9) has a long-term downtrend with volatile swings in the 1970s and early 1980s. Current employment levels are relatively high in light of increasing labor productivity and present elevated levels of production. When timber harvests fall, wood products production declines to mid-cycle levels, and productivity increases further, total employment will likely drop to 60,000 and hit the mid-50 thousands in recessions during the 1990s.

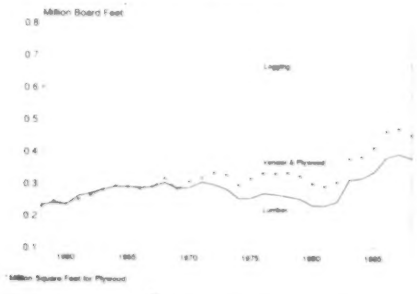
At the same time employment is declining, inflation-adjusted wages (Graph #10) may also continue to fall with a two step forward, four back cadence. This combination puts a double whammy on the desirability of placing too strong a reliance on lumber and wood as a means of economic growth, though a shift to higher value secondary wood processing is desirable. However, an industry losing employment and real payroll may still provide a sure base from which further economic diversification or expansion may take place. Pay levels, however, may not be so much of a concern as cost of materials. With the aforementioned competition for available sawtimber, prices of logs appear to have reached levels which current wood products prices will not cover.

If break-even operations become difficult to achieve and profitable ones out of the question, a substantial restructuring of production methods and/or raw material (log) pricing methods is sure to result. In the early 1980s, special federal legislation was used to provide relief from the cost-price squeeze. This time,

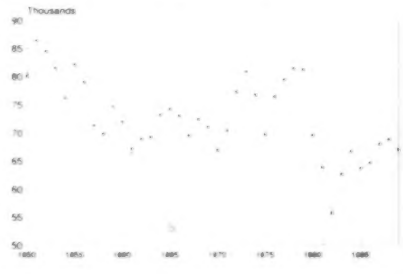
Graph 7
Export Value of Lumber & Wood Products
Select Components, 1978-1988



Graph 8
Productivity in Lumber & Wood Products
Oregon, 1958-1988



Graph 9
Employment in Lumber & Wood Products
Oregon, 1950-1989



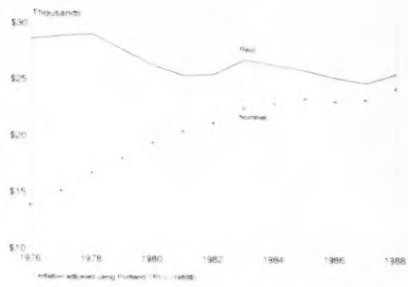
with the federal government concerned with its own fiscal problems, the ground rules are likely to be rewritten.

One concept that has already gone by the wayside is that workers' compensation levels should be tied to their contribution to the value of the product (value added). In the last two decades value added per worker, while more volatile, has been increasing more rapidly than average pay per worker (Graph #11). One might argue that new capital investment is taking an increased role. However, data show little gain in capital investment levels over this period.

Another aspect of new capital investment is its interrelationship with productivity levels. The relatively low levels of capital investment per worker, with dramatically increasing productivity, indicate a marked increase in the effectiveness of capital investment and/or a marked increase in the productive work of each employee. If only the former, further gains in productivity are certain. If only the latter, gains due to investment have yet to occur. Either way, productivity is expected to increase with a further loss of jobs.

The various indicators of past health and vitality and their meaning for the future have shown us pros and cons as to the industry's continued health. Many of the indicators can be placed on either side, depending on one's perspective. Government agencies may be more directly concerned with the sustained stability of employment and logging rather than profit levels or exports. The workers will more likely view pay levels and job security as important signs of a healthy industry. Others have different concerns reflecting their role in respect to the industry. Whatever the point of view, the primary issue is not whether the industry gets sick, but whether it can get well; not whether it remains dominant or weak, but whether it can adapt to the changing economic environment. In any event, it is certain that the lumber and wood products industry will be a significant part of Oregon's economy for years to come, even though it will change. □

Graph 10
Annual Wages in Lumber & Wood Products
Oregon, 1976-1988



Graph 11
Oregon Economic Parameters, 1961-1986
Lumber & Wood Products Industry

TECHNICAL LABOR SHORTAGE EVIDENT IN ALIEN WAGE DETERMINATION

Pete Dissmore

"TOUGHEST JOBS TO FILL? Whether it is Seattle, Portland or Boise the answer is the same: those requiring specific technical skills. Demand is especially strong for engineers of all stripes, manufacturing managers, software developers, technical sales people and experienced programmer-analysts. The market for this kind of talent has become a national one. . ."

The above comments in the *Marples Business Newsletter* of December 6, 1989 are very definitely corroborated in the Oregon labor market by the trends in the number and type of alien non-agricultural labor certification applications processed by the Employment Division. The only correction to Marples' statement would be that the market for specific technical skills has become an INTERNATIONAL one. The Employment Division is the agent for the U.S. Immigration and Naturalization Service for alien labor certifications in Oregon. The total number of wage determinations in 1989 (175) for non-agricultural alien certifications in Oregon increased nearly 25% in 1989 over 1988.

Openings for software engineers were the number one specific occupation for which applications were received from Oregon employers during 1989. Other frequent occupational categories were electrical engineers and programmer-analysts. Others for which applications have been received in recent years with relatively high pay scales are cardiac surgeons and other types of physicians; manufacturing plant managers and CEOs; public and private university professors, assistant professors and research associates; and many types of engineers in addition to the electrical engineers mentioned above.

. . .over 58% of the advanced degree candidates in the OSU engineering school are not U.S. citizens.

A significant fact concerning the software and electrical or electronic engineers is that most of the employer applications for software engineer and half of the applications for electrical engineer specify an educational requirement of a master's degree or higher. John Owen, Dean of Engineering at Oregon State University, advises that over 58% of the advanced degree candidates in the OSU engineering school are not U.S. citizens. Of the alien population, over 44% are from Asian countries. It is interesting to note that over 50% of the graduate students in computer science are also from Asian countries. This is significant because the software engineer applications which indicate an educational requirement of a master's degree often specify it must be in electrical engineering or computer science. Apparently, it is normal for U.S. citizen students in that school to accept relatively high paying jobs upon completion of their undergraduate studies instead of continuing on to seek advanced degrees.

Dean Owen cited data from the *Engineering and Technology Degrees - 1989* publication by the Engineering Manpower Commission of the American Association of Engineering Societies that reveals some interesting trends. For example, the number of

engineering bachelor's degrees granted in 1980 in the U.S. was 58,742; this number peaked in 1986 at 78,178 and then declined to only 68,824 in 1989. Dean Owen expects that the number will bottom out at approximately 50,000 and is very concerned that the number of graduates will not meet the demand. The publication also shows that the number of masters and Professional Engineer Degrees increased from 17,243 in 1980 to 26,412 in 1989. Foreign nationals made up over 25% of the total in 1980 and over 28% in 1989. A total of 2,751 doctoral degrees in engineering were awarded in 1980 and 5,017 in 1989. Foreign nationals constituted over 35% of the total in 1980 and over 45% in 1989. The majority of foreign nationals are in the U.S. to obtain advanced degrees and intend to return to their homeland to pursue teaching and research careers.

Some other interesting jobs for which alien certification applications have been received include Thai chefs and cook instructors and sheep shearing instructors from New Zealand. Such instructors are usually hired on a temporary basis. Additional types included a propogation supervisor, acupuncture and Oriental medicine instructor, jewelry sponsor, french pastry chef, hotel management consultant, firearms engraver, and a paper conservator. Some rare occupations over the years have included a professional wrestler, jade carver, and organ pipe voicer.

The Employment Division's involvement in the alien certification process is limited to determining the prevailing wage for the position offered by the employer to the alien and listing the job opening to determine if there are qualified U.S. workers for the position. The employer, also, is required to advertise the job opening in the appropriate journals at a wage that is at least as high as the prevailing wage for the position. If no qualified U.S. workers are available and the prevailing wage criterion is met, the Employment Division will assist the employer in preparing a request for alien labor certification. The Employment Division does not approve or deny alien employment certifications: this is done by the U.S. Department of Labor. The U.S. Immigration and Naturalization Service completes the process by granting or denying the alien the right to work in the U.S.

The increase in the number of alien labor certification applications by Oregon employers in the past year is further evidence of a growing shortage of qualified U.S. workers, at least for the specialized and often highly technical kinds of occupations discussed above. □

STATE OF OREGON UNEMPLOYMENT RATES BY AREA

March 1990

	Civilian Labor Force	Total Employment	Unemployment	Rate[1]
State of Oregon	1,425,800	1,345,000	80,800	5.7
Eugene MSA[2]	144,500	136,300	8,200	5.7
Medford MSA[3]	69,720	64,670	5,050	7.2
Portland PMSA[4]	658,000	630,900	27,100	4.1
Salem MSA[5]	129,700	122,100	7,600	5.9
Baker	6,770	5,990	780	11.5
Benton	37,280	36,050	1,230	3.3
Clatsop	17,560	16,240	1,320	7.5
Columbia	17,350	16,220	1,130	6.5
Coos	26,120	23,750	2,370	9.1
Crook	6,870	6,300	570	8.3
Curry	9,090	8,500	590	6.5
Deschutes	38,970	36,520	2,450	6.3
Douglas	44,540	41,040	3,500	7.9
Gilliam	980	930	50	5.1
Grant	4,220	3,560	660	15.6
Harney	4,030	3,520	510	12.7
Hood River	9,400	8,670	730	7.8
Jefferson	6,370	5,920	450	7.1
Josephine	25,880	23,760	2,120	8.2
Klamath	25,570	22,820	2,750	10.8
Lake	3,780	3,320	460	12.2
Lincoln	18,760	17,490	1,270	6.8
Linn	42,440	39,160	3,280	7.7
Malheur	11,640	10,930	710	6.1
Morrow	3,690	3,270	420	11.4
Sherman	720	670	50	6.9
Tillamook	8,980	8,350	630	7.0
Umatilla	28,430	25,800	2,630	9.3
Union	11,150	10,180	970	8.7
Wallowa	3,550	3,100	450	12.7
Wasco	9,240	8,530	710	7.7
Wheeler	600	500	100	16.7

[1] *Not Seasonally Adjusted*
[2] *Lane County*
[3] *Jackson County*
[4] *Clackamas, Multnomah, Washington, Yamhill counties*
[5] *Marion and Polk counties*

BUSINESS & EMPLOYMENT OUTLOOK

The Oregon Employment Division's Research and Statistics section is offering a three for the price of one special on the **Business & Employment Outlook**. This publication, previously appearing as a solo volume, now will be a trio. Volume I: Economic Structure & Analysis (Program Year 1990 & 1991), which has just been published, focuses on population, labor force, economic and industry trends, and income and wages. A report on these topics has been prepared for each of the 14 JTPA (Job Training Partnership Act) administrative districts in Oregon.

These publications are written by Employment Division regional economists, and prepared under the joint orchestration of Research and Statistics, the Oregon Economic Development Department's JTPA Administration, and local Private Industry Councils. Volume 2 (known in musical circles as "Opus 2"), to be released later this year, will discuss the long-term occupational and industrial outlooks for the districts; Volume 3 will consist of JTPA planning information.

These publications should benefit anyone in search of labor market information. Act now if interested: a limited number of copies of the first volume are available, and may be obtained by writing to the following person:

Oregon Employment Division
Attn: Kathi Groome
Research & Statistics
875 Union St. N.E.
Salem, Oregon 97311
Tele: (503) 378-8657 □

EMPLOYERS' CORNER: APPLAUSE, REFOCUS, AND REQUEST

Christine Speak

(Editor's note: Christine Speak is the personnel assistant at Quality Plastics in Newberg, Oregon. Quality Plastics is a custom injection molding firm and employs 230 individuals.)

Oregon's delegation to the Job Service Employer's Committee (JSEC) national convention in Washington DC was the largest, most vocal, and most knowledgeable state team. We were fourteen Oregon employers plus four Employment Division employees strong.

. . .our partnership is light years ahead of most Employment Division/Employer partnerships.

During our meetings with other state JSEC teams we brainstormed, compared, and contrasted our activities and endeavors. Topics ranged from 'supplemental funding or truth in budgeting: where do we concentrate our efforts?' to 'videos: a viewing of those produced and how might we use this communication tool?'

The Oregon team left DC realizing our partnership is light years ahead of most Employment Division/Employer partnerships. We are a forerunner. . .and proud of it.

For the opportunity to develop our partnership we applaud the Employment Division.

While in Washington DC, we met with four Oregon legislators and three legislative aides. At these meetings we presented examples of Employment Division/Employer success stories: the many instances when our relationship has successfully linked employers and employees.

For these successes we applaud our partnership.

Thirty-eight employers attended our JSEC executive board meeting in March. This meeting offered JSEC a chance to refocus. We discussed goals, recapped our DC trip, and how to be politically active and reap the benefits of the fresh perspectives of newcomers.

We applaud these and all the employers who volunteer their time and energy to continue our partnership.

Pamela Mattson, Employment Division Administrator, attended the JSEC executive board meeting. As a prelude to our goal setting, Pamela outlined Employment Division goals:

AUTOMATION
- Develop a comprehensive, compatible electronic linkage

INFORMATION
- Present positive labor market information

LEADERSHIP
- Empower local offices and political and interdepartmental advocacy

RELATIONSHIPS
- Build bridges with agencies, associations, employers, and advocates

In response to Employment Division goals, as well as our experiences locally and in Washington DC, JSEC developed two goals.

First, we aim to market JSEC to increase public and private sector awareness of JSEC as a positive, proactive organization. Second, through building relationships in the business community, the public sector, and the political arena we will develop JSEC into a 'coalition organization' known for bringing groups together and creating strength through unity.

I request that you familiarize yourself with JSEC. Employment Division employees - introduce yourselves to your local JSEC chairperson and attend local JSEC meetings. Business people - learn more about JSEC and what our organization and our partnership can do for your business.

For information about your local Job Service Employer's Committee call the nearest Employment Division office or Judy Lofton, JSEC Coordinator, in Salem at 378-4446.

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